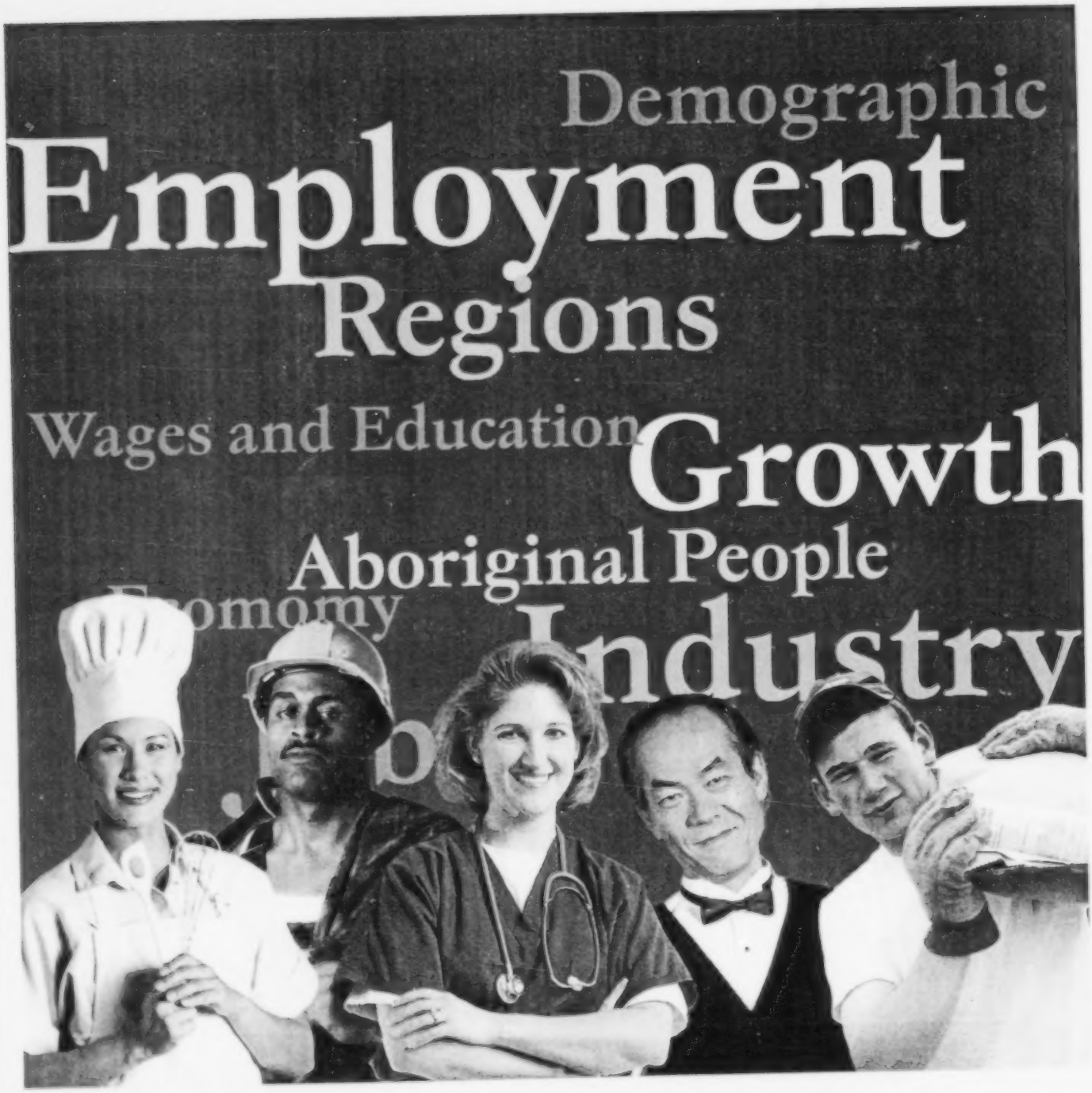
Alberta
HUMAN RESOURCES
AND EMPLOYMENT

# 2004 Annual Alberta Labour Market Review



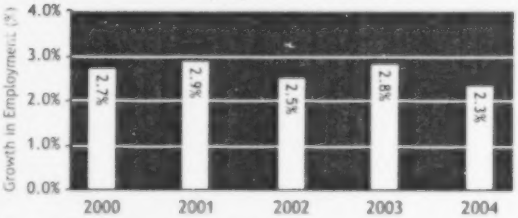
# Employment

## Albertans Created Thousands of Jobs in 2004

In 2004, employment in Alberta grew by 40,000 jobs, or 2.3%. This represents a solid year of job gains. Full-time positions in Alberta showed a significant increase of 31,700 new jobs while part-time jobs had a smaller increase of 8,300.

Employment in Alberta stood at 1,757,900 as of 2004. For the country as a whole, 15,949,700 Canadians were employed, an increase of 284,600 (+1.8%) in 2004.

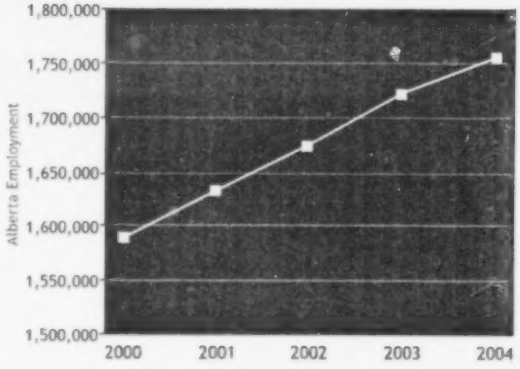
**Alberta Annual Average Growth in Employment, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

Between 2000 and 2004, the number of people employed in Alberta grew from 1,583,600 to 1,757,900. This represents an increase in employment of 174,300 for the province over the last four years.

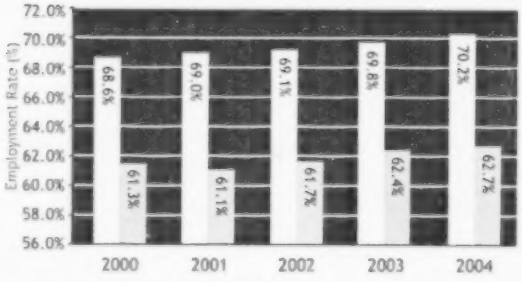
**Alberta Annual Average Employment, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

Once again, Alberta had the highest employment rate of all Canadian provinces. Alberta's 2004 rate of 70.2% exceeded the national rate of 62.7%.

**Alberta and Canada Employment Rates, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

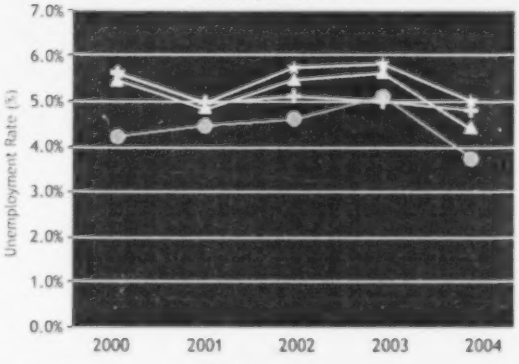
*The employment rate measures the number of people employed out of the working age population (15+).*

# Banff - Jasper - Rocky Mountain House Region Records Lowest Unemployment Rates in the Province

The two regions with the lowest unemployment rates were: Banff - Jasper - Rocky Mountain House (+3.3%) and Camrose - Drumheller (+3.5%). In the Edmonton region, the 2004 unemployment rate was 4.8% and in the Calgary region, it was 5.0%.

The Banff Jasper Rocky Mountain House region saw the largest decrease in its unemployment rate with a 1.6 percentage point decrease in 2004. This region rebounded from the previous two years, partly due to an increase of 105,754 in international travellers to Alberta from January to November 2004.

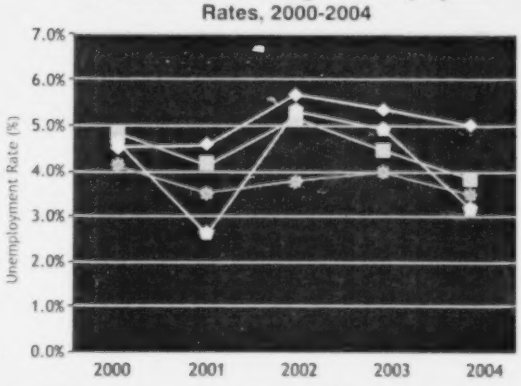
**Northern Economic Region Unemployment Rates, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

The region with the largest percentage increase in employment was the Banff Jasper Rocky Mountain House region, where employment grew by 4.2% in 2004. Calgary had the second highest percent increase in employment for 2004 at 2.9%.

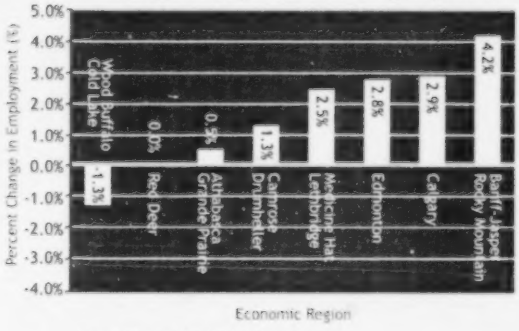
**Southern Economic Region Unemployment Rates, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

One possible reason for the employment decrease in the Wood Buffalo Cold Lake region is the tendency of workers to move temporarily to the region to work but live in employer-sponsored camps. They are not captured in the Labour Force Survey in the Wood Buffalo Cold Lake region as they do not have a permanent residence in the region.

**Percent Change in Employment by Economic Region, 2004**

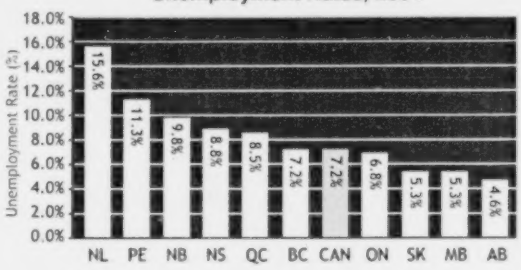



Data Source: Statistics Canada, Labour Force Survey

# Unemployment

## Alberta Posted the Lowest Unemployment Rate in the Country

**Provincial and National Unemployment Rates, 2004**

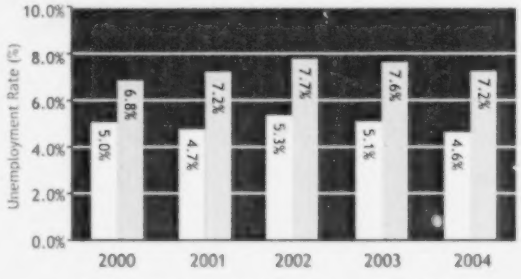



**Data Source:** Statistics Canada, Labour Force Survey

In 2004, Alberta had the lowest unemployment rate among all the provinces. The last time this occurred was in 2001. Alberta's rate (+4.6%) was followed by Manitoba and Saskatchewan (+5.3%).

Seven other provinces in Canada also experienced a decrease in their 2004 rate: British Columbia; Saskatchewan; Ontario; Québec; New Brunswick; Nova Scotia and Newfoundland and Labrador.

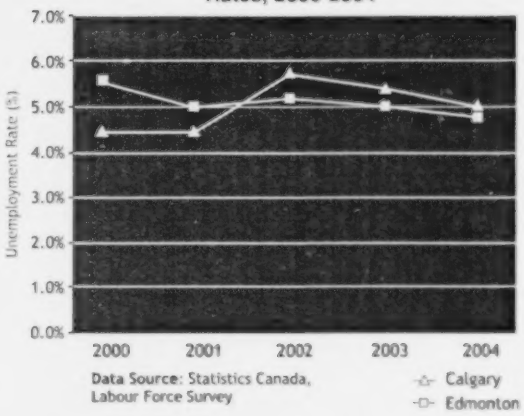
**Alberta and Canada Unemployment Rates, 2000-2004**




**Data Source:** Statistics Canada, Labour Force Survey

Comparing Alberta's two largest cities, Edmonton had a slightly lower unemployment rate (+4.8%) than Calgary (+5.0%). Calgary had a decrease of 0.4 percentage points from its 2003 rate and Edmonton had a decrease of 0.2 percentage points.

**Calgary and Edmonton Unemployment Rates, 2000-2004**




**Data Source:** Statistics Canada, Labour Force Survey

*The unemployment rate measures the number of people unemployed out of the labour force (the labour force includes both those that are employed and unemployed).*

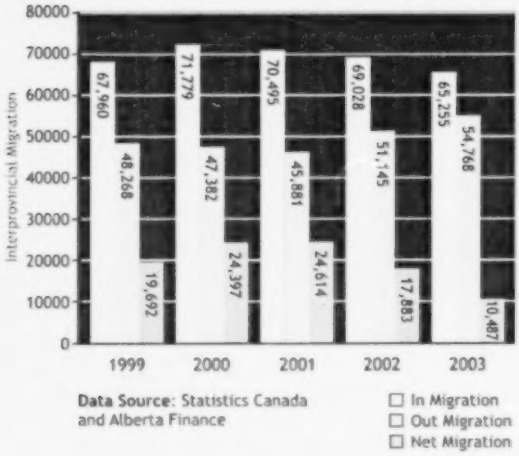
*The graph above provides the rates for the Census Metropolitan Area, which is different than the Economic Region.*

In 2002, Calgary's unemployment rate reached 5.7%. Migration to Alberta in 2002 was at a high level and then declined in the following years. In that year, there were more people moving to Alberta and looking for a job.

## Steady Population Growth

Alberta gained 22,395 people through migration in 2003. It was close to an even split between other Canadians and people from other countries moving to Alberta. Immigration accounted for 53.2% of Alberta's net migration and 46.8% was the result of interprovincial migration.

**Alberta Interprovincial Migration, 1999-2003**

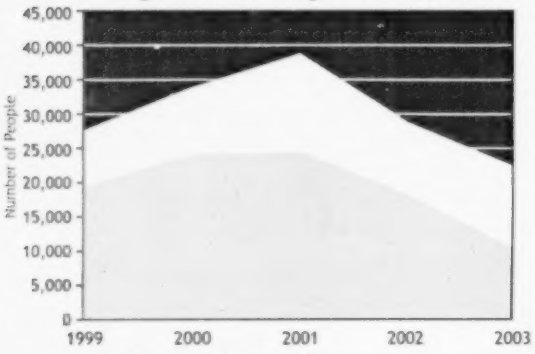



**Data Source:** Statistics Canada and Alberta Finance

In a five-year period (1999-2003), Alberta recorded its lowest migration level in 2003. The year with the second lowest level of net migration was 1999 at 27,793.

Part of the reason for the lower 2003 net migration figure was that the Interprovincial Out Migration (those moving away from Alberta to another province) reached its highest level in the last five years at 54,768.

**Alberta Net Interprovincial Migration and Immigration, 1999-2003**




**Data Source:** Statistics Canada, Labour Force Survey

The graph above shows the relative levels of net immigration and net interprovincial migration. In recent years, immigration accounted for a larger amount of the overall net migration to Alberta.

# Industries

## Construction Industry Boom in 2004

The Goods-Producing industries in Alberta had more job growth than the Services-Producing industries. Their respective employment gains in 2004 were 25,000 and 15,200.

The following industries led the way in employment gains: Construction, 15,700; Crude Oil, Natural Gas and Mining, 10,300 and Retail Trade, 10,300.

The top three industries with the largest percent change in employment were: Construction, 10.8%; Crude Oil, Natural Gas and Mining, 10.7% and Finance, Insurance, Real Estate and Leasing, 5.6%.

The table below reports the number of people employed in 2004, the actual change and percent change in employment and the unemployment rate for each industry.

**Alberta Industry Labour Force Statistics, 2004**

| Industry | 2004 Employment | Change in Employment | Percent Change in Employment | Unemployment Rate |
|---|---|---|---|---|
| Retail Trade | 203,000 | 10,300 | 5.3% | 3.9% |
| Health Care and Social Assistance | 163,200 | 4,800 | 3.0% | 1.6% |
| Construction | 161,100 | 15,700 | 10.8% | 6.0% |
| Manufacturing | 144,100 | (1,200) | -0.8% | 4.3% |
| Accommodation and Food Services | 124,200 | 1,700 | 1.4% | 4.6% |
| Professional, Scientific and Technical Services | 120,500 | 1,600 | 1.3% | 3.2% |
| Educational Services | 109,100 | (1,500) | -1.4% | 3.2% |
| Crude Oil, Natural Gas and Mining | 106,800 | 10,300 | 10.7% | 3.4% |
| Transportation and Warehousing | 98,500 | 300 | 0.3% | 2.9% |
| Finance, Insurance, Real Estate and Leasing | 90,000 | 4,800 | 5.6% | 1.9% |
| Other Services | 82,800 | (900) | -1.10% | 3.2% |
| Information, Culture and Recreation | 71,700 | (2,000) | -2.7% | 3.5% |
| Public Administration | 70,400 | (2,000) | -2.8% | 2.2% |
| Business, Building and Other Support Services | 65,800 | 3,300 | 5.3% | 7.6% |
| Agriculture | 65,800 | 100 | 0.2% | 1.6% |
| Wholesale Trade | 62,200 | (5,300) | -7.9% | 2.7% |
| Utilities | 13,900 | (100) | -0.7% | 2.9% |
| Forestry and Logging | 4,800 | 100 | 2.1% | 10.9% |

**Data Source:** Statistics Canada, Labour Force Survey

# More Albertans Found Jobs in Business, Finance and Administration

Occupations in Alberta with the largest increases in employment were: Business, Finance and Administrative Occupations, 13,100; Sales and Service Occupations, 9,500 and Natural and Applied Sciences and Related Occupations, 8,100.

A possible explanation for the increase in the Business, Finance and Administrative occupational group was the number of new call centres opening in Alberta. A possible explanation for the decrease in the Unique to Processing, Manufacturing and Utilities occupational group was the closing of several manufacturing plants in Alberta.

The number of occupations with an unemployment rate indicating a skill shortage increased slightly in 2004. In 2004, 24 of 53 occupational groups had an unemployment rate less than 3.0%, which is an indicator of a skill shortage (see page 8).

This total increased from the 2003 figure (23 occupations) and the 2002 figure (22 occupations). There were three occupations that moved to the "Less Than 3%" unemployment rate category in 2004: Secretaries; Wholesale, Insurance, Real Estate Sales Occupations and Other Elemental Services and Sales Occupations.

**Alberta Occupation Labour Force Statistics, 2004**

| Occupation | 2004 Employment | Change in Employment | Percent Change in Employment | Unemployment Rate |
|---|---|---|---|---|
| Sales and Service | 422,300 | 9,500 | 2.3% | 4.3% |
| Trades, Transportation, Equipment Operators and Related | 313,400 | 6,200 | 2.0% | 5.5% |
| Business, Finance and Administrative | 310,700 | 13,100 | 4.4% | 2.7% |
| Management | 145,300 | 4,200 | 3.0% | 1.3% |
| Natural and Applied Sciences and Related | 127,000 | 8,100 | 6.8% | 3.4% |
| Social Sciences, Education, Government and Religion | 120,700 | (3,900) | -3.1% | 2.5% |
| Unique to Primary Industry | 117,500 | 6,600 | 6.0% | 3.7% |
| Health | 91,300 | 4,900 | 5.7% | 0.9% |
| Unique to Processing, Manufacturing and Utilities | 69,300 | (4,500) | -6.1% | 4.9% |
| Art, Culture, Recreation and Sport | 40,400 | (4,300) | -9.6% | 3.4% |

**Data Source:** Statistics Canada, Labour Force Survey

*See page 8 for information on occupational skill shortages. Also visit the 2003 Alberta Wage and Salary Survey website listed on the back cover of this publication.*

# Occupations

## Alberta Annual Average Unemployment Rates by Occupational Group, 2004

| Management Occupations | 2004 Unemployment Rate: Less than 3% | 3% and over |
|---|---|---|
| Senior Management Occupations (Occs.) | ✓ | |
| Specialist Managers | ✓ | |
| Managers in Retail Trade, Food and Accommodation | ✓ | |
| Other Managers, N.E.C.* | ✓ | |
| **Business, Finance and Administrative Occupations** | | |
| Professional Occs. in Business and Finance | ✓ | |
| Finance and Insurance Administrative Occs. | ✓ | |
| Secretaries | ✓ | |
| Administrative and Regulatory Occs. | ✓ | |
| Clerical Supervisors | ✓ | |
| Clerical Occs. | | ✓ |
| **Natural and Applied Sciences and Related Occupations** | | |
| Professional Occs. in Natural and Applied Sciences | | ✓ |
| Technical Occs. in Natural and Applied Sciences | | ✓ |
| **Health Occupations** | | |
| Professional Occs. in Health | ✓ | |
| Nurse Supervisors and Registered Nurses | ✓ | |
| Technical and Related Occs. in Health | ✓ | |
| Assisting Occs. in Support of Health Services | ✓ | |
| **Occupations in Social Science, Education, Government and Religion** | | |
| Professional Occs. - Social Service, Religion and Government | ✓ | |
| Teachers and Professors | ✓ | |
| Technical Occs. Social Service, Education and Religion | ✓ | |
| **Occupations in Art, Culture, Recreation and Sport** | | |
| Professional Occs. in Art and Culture | | ✓ |
| Technical Occs. in Art, Culture, Recreation and Sport | | ✓ |
| **Sales and Service Occupations** | | |
| Sales and Service Supervisors | ✓ | |
| Wholesale, Insurance, Real Estate Sales Occs. | ✓ | |
| Retail Salespersons and Sales Clerks | | ✓ |
| Cashiers | | ✓ |
| Chefs and Cooks | | ✓ |

| Sales and Service Occupations (continued) | 2004 Unemployment Rate: Less than 3% | 3% and over |
|---|---|---|
| Occs. in Food and Beverage Service | | ✓ |
| Occs. in Protective Services | | ✓ |
| Occs. in Travel, Accommodation and Recreation | | ✓ |
| Childcare and Home Support Workers | | ✓ |
| Sales and Service Occs., N.E.C.* | | ✓ |
| *Barbers and Hairstylists* | ✓ | |
| *Cleaners and Janitors* | | ✓ |
| *Butchers and Bakers* | | ✓ |
| *Food Counter and Kitchen Helpers* | | ✓ |
| *Service Station Attendants and Grocery Clerks* | | ✓ |
| *Other Elemental Services and Sales Occupations* | ✓ | |
| **Trades, Transport, Equipment Operators and Related Occupations** | | |
| Contractors, Supervisors in Trades and Transportation | ✓ | |
| Construction Trades | | ✓ |
| Stationary Engineers, Power Station Operators and Related Occs. | | ✓ |
| Machinists, Metal Forming, Shaping and Erecting | | ✓ |
| Mechanics | ✓ | |
| Other Trades, N.E.C.* | | ✓ |
| Heavy Equipment and Crane Operators | | ✓ |
| Transportation Equipment Operators and Related Occs. | | ✓ |
| Trades Helpers and other Labourers | | ✓ |
| **Occupations Unique to Primary Industry** | | |
| Occs. Unique to Other Primary Industry | ✓ | |
| Occs. Unique to Agriculture | | ✓ |
| Primary Production Labourers | | ✓ |
| **Occupations Unique to Processing, Manufacturing and Utilities** | | |
| Supervisors in Manufacturing | ✓ | |
| Machine Operators in Manufacturing | | ✓ |
| Assemblers in Manufacturing | | ✓ |
| Labourers in Processing and Manufacturing | | ✓ |

Total Groups with an Unemployment Rate of 3% and Over 29
Total Groups with an Unemployment Rate of Under 3% 24

Data Source: Calculated using Statistics Canada, Labour Force Survey Microdata
Note: Caution on sample size
* N.E.C. = not elsewhere classified

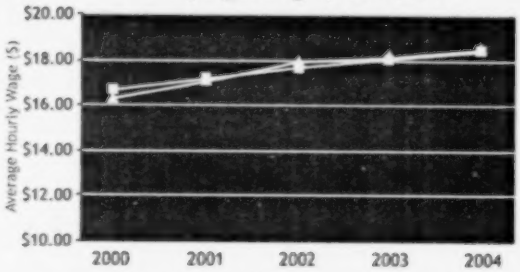
## Significant Increase in Alberta Wages

Alberta experienced a 2.3% increase in the average hourly wage in the province. It moved from $18.14 in 2003 to $18.55 in 2004. The 2.3% increase was more than double the 0.9% increase in 2003. The public sector average hourly wage was $22.94 and the private sector's was $17.46.

Canada's average hourly wage saw an increase of 2.5% in 2004, rising from $18.05 to $18.50. This was the second year in a row Canada's average hourly wage rose at a higher percentage than Alberta's.

Alberta's average hourly wage rate has grown slightly faster over the last five years than Canada's (1999 - 2004). The Alberta rate has risen from $15.76 to $18.55, while during the same period, Canada's average hourly wage went from $16.13 to $18.50.

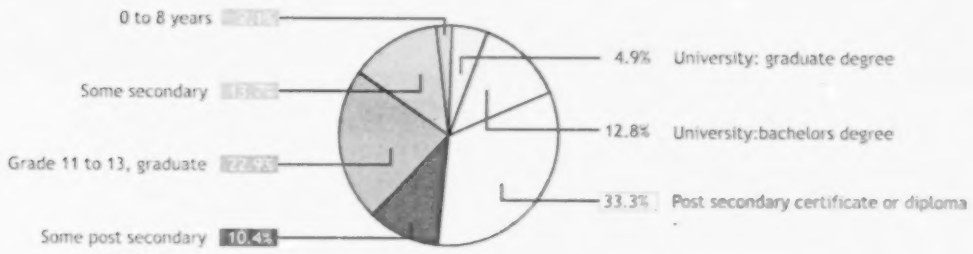
**Alberta and Canada Average Hourly Employee Wages, 2000-2004**




Data Source: Statistics Canada, Labour Force Survey

In 2004, 61.4% of Albertans in the labour force had either a university degree, a post secondary certificate or diploma or some post secondary education, almost the same as the 2003 rate of 61.5%. For Canada, the 2004 percentage was 64.3%, which was up from 63.9% the year prior.

**Alberta Labour Force Educational Attainment, 2004**

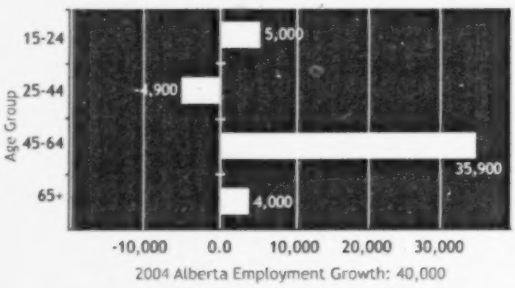



Data Source: Statistics Canada, Labour Force Survey

## Older Workers in Alberta Made Biggest Job Gains

Albertans in the 45-64 age group experienced the greatest job growth. As a percentage, this age bracket represented 89.7% of Alberta's overall job growth. The older worker category (ages 45+) had a net increase in employment of 39,900.

Alberta Change in Employment by Age Group, 2004



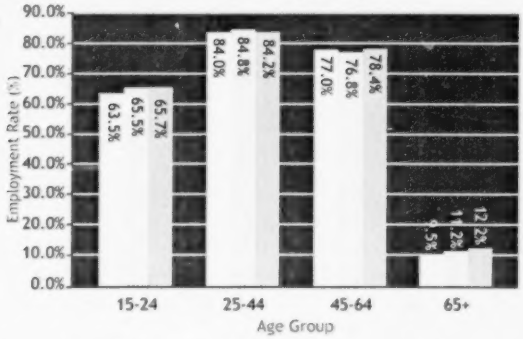

**Data Source:** Statistics Canada, Labour Force Survey

Negative job growth was experienced by the 25-44 age group, which had a decrease in employment of 4,900 people. The last time this age group experienced negative job growth was in 1992 when there was a decrease in employment of 10,100 people.

The labour force (employment and unemployment) for the 25-44 age group decreased by 7,400 in 2004. In comparison, the labour force for the 45-64 age group increased by 33,500.

Employment rates also echoed this trend for 2004. The 45-64 age group had an increase in their employment rate of 1.6 percentage points while the 25-44 age group lost 0.6 percentage points. The 65+ age group had an employment rate increase of 1.0 percentage points and the 15-24 age group had an increase in their rate of 0.2 percentage points.

Alberta Employment Rates by Age Group, 2002-2004




**Data Source:** Statistics Canada, Labour Force Survey

Alberta has seen a consistent number of people retiring and declaring themselves "not in the labour market". This means that they are not working and are not actively looking for work. According to the 2004 statistics there were 11,500 employed Albertans who retired. In the past 5 years, the next highest year for retirement occurred in 2001 at 11,100. The lowest year was in 2003 with retirement of 10,000 people.

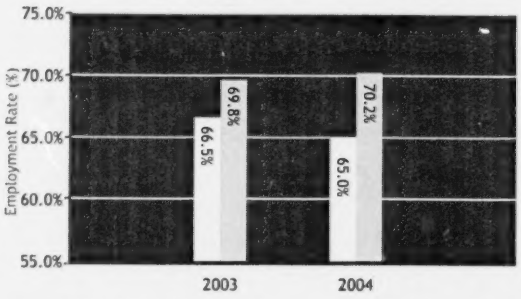
## Regional Employment Breakdown

There are now two complete years of statistics for the Aboriginal population living off-reserve in Alberta. Employment for the off-reserve Aboriginal population increased by 5,200 jobs, moving to 62,100 in 2004 from 56,900 in 2003. The unemployment rate stood at 9.2%, 0.6 percentage points lower than in 2003 (+9.8%).

Employment rates were slightly down in 2004 for Aboriginal People living off-reserve. It decreased from 66.5% to 65.0%. This was partially due to the increase in those "not in the labour force", which stood at 27,100 in 2004 compared with 22,400 in 2003. The working age population (15+) for the Aboriginal population also increased to 95,500 from 85,500.

In 2004, there were 19,900 Aboriginal People employed in the Edmonton economic region and 14,800 in the Calgary economic region. There were 27,400 Aboriginal People living off-reserve employed in the rest of the province.

Alberta Employment Rates, 2003-2004

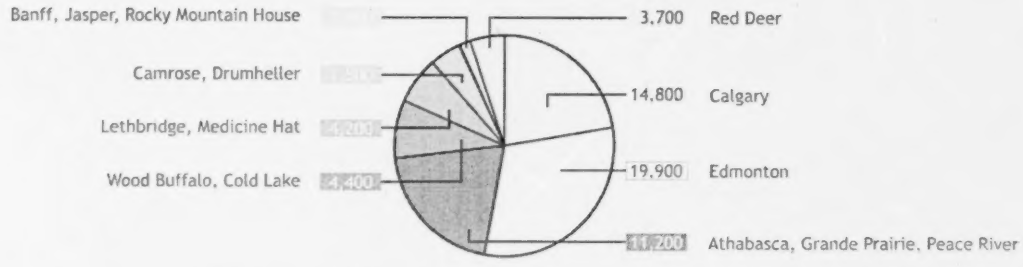



Data Source: Statistics Canada, Labour Force Survey

Of the other six economic regions, the off-reserve Aboriginal population had the highest level of employment in the Athabasca - Grande Prairie region at 11,200.

The industries that employed the greatest number of Aboriginal People living off-reserve in 2004 were: Retail and Wholesale Trade, 8,900; Construction, 8,300 and Accommodation and Food Services, 6,000.

Alberta Aboriginal People Employment by Economic Region, 2004




Data Source: Statistics Canada, Labour Force Survey

*For the monthly Aboriginal Labour Force Statistics packages, please visit: www.gov.ab.ca/hre/lfstats*

Alberta Human Resources and Employment (AHRE) is your source for career, workplace and labour market information.

**Please Note:** In February 2005, Statistics Canada revised their Labour Force Survey historical figures back to 1976. Previously published Labour Force Survey statistics may differ slightly from the revised figures listed in this publication.

For information on occupational skill shortages, please visit the 2003 Alberta Wage and Salary Survey website
**www.alis.gov.ab.ca/wageinfo**

**For more information about:**
Alberta Labour Force Statistics packages;
Labour Force Survey Background and Definitions;
Labour Productivity in Alberta;
Regional Alberta Labour Market Review

## Click

**www.gov.ab.ca/hre/lfstats.htm**
Additional information may also be found in the Labour Market Information section of AHRE's website (www.gov.ab.ca/hre/lmi) and in the Alberta Occupational Profiles at
**www.alis.gov.ab.ca/occinfo**

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